

COLLEGE OF LIBERAL ARTS & SCIENCES
COLLEGIATE STANDARDS FOR TENURED FACULTY REVIEW
Approved by the Office of the Provost, June 2012

These Collegiate standards will be applied in annual reviews of tenured faculty and in five-year peer reviews of tenured faculty. When a tenured faculty member's work differs substantially from the written standards over a five-year period, specialized expectations should be formalized in a Post-tenure Allocation of Effort Agreement. Each CLAS department has formulated written standards that are consistent with these Collegiate Standards and with the expectations of in the disciplines or subdisciplines represented in the department.

The College allows some flexibility in applying these standards, to recognize that there are cycles in a faculty member's career and that departments' needs may also vary over time. The College also recognizes that there is a range of ways in which tenured faculty can reasonably meet the performance standards. Departmental standards must be consistent with (but do not replace) the University and Collegiate criteria for tenured faculty ranks (<http://clas.uiowa.edu/faculty/faculty-appointments-review-criteria-faculty-rank>).

Throughout his or her career, a faculty member is expected to teach, advise, and mentor students at the undergraduate and graduate levels; to produce and disseminate scholarly or creative work; and to contribute service to the department, the College, the University, and the profession.

TEACHING. The College expects that the tenured faculty member will demonstrate continued effectiveness in teaching. Faculty will regularly update existing courses, develop new courses, and teach to appropriately sized classes, with evidence-of classroom teaching that meets departmental expectations and demonstrates student learning as well as student satisfaction with teaching. Faculty are also expected to advise and mentor undergraduate students and to mentor graduate students to the timely completion of their degrees. Faculty who have postdoctoral fellows are expected to mentor them.

SCHOLARLY AND CREATIVE WORK. The College expects that tenured faculty members' records of scholarly and creative work will show continued development and growth and increasing visibility in ways consistent with the discipline and/or subdisciplines represented in the department. At the time of the five-year peer review, the record must show a level of ongoing scholarly/creative activity commensurate with that required for promotion processes in the department. For associate professors undergoing a five-year review, the comparison will be to recent successful dossiers submitted for tenure and promotion to associate professor. For professors undergoing a five-year review, the comparison will be to recent successful dossiers submitted for promotion to professor.

The College expects that scholarly/creative work will be invited, refereed, juried, and/or commissioned. The work must be published, presented, performed, and otherwise disseminated at a pace and in venues of a quality that satisfy the Department's expectations in reviews for promotion and/or tenure. The College expects to see evidence of steady progress toward completion of major projects, such as scholarly books. Faculty will apply for internal and external funding appropriate to the discipline through extra-departmental, competitive awards processes.

SERVICE. The College expects increasing leadership and service to the department, the institution, and the profession consistent with each tenured faculty rank. Tenured faculty are expected to engage in professional service that reflects the visibility of their own scholarship/creative work and teaching.